

MGT. II concludes O.I. continues

Managing conflict, analyzing performance, conducting effective counselling, evaluating productivity and solving inter-departmental problems have been topics of discussion, thought and planning during the four Management II, Phase 3 sessions, held in May and June of this year at the Lago Training Center in the Administration Building.

Management II, Phase 3 was a continuation of Phases 1 and 2 held last year. The overall theme for all 3 Phases has been "Managing Change for Improved Teamwork and Productivity in the 1980's." Management II is one part of Lago's ongoing Organization Improvement (OI) effort.

Each of the 3 phases was attended by Division Superintendents, Section and Zone Supervisors, Process Foremen, and other senior professionals. Sessions lasted one week each and were conducted as workshops.

Participants often attended in department teams of six to nine members to the various sessions. In these teams they got a chance to sit together and discuss particular department problems or needs to improve teamwork and productivity.



Wilkie Leslie presenting his suggestions for improvement

Starting with presentations of topics and ideas by workshop leaders, participants discussed suggestions for coping with problems in their work areas.

Phase 3 dealt specifically with analysis of inter-departmental issues and provided opportunities to request the assistance of other departments in improving productivity.

At the end of the week a presentation was made by each workshop team to Department Managers. These reports consisted of summaries of individual and group action plans. This was not the typical training course: action plans relating

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ARUBA



Lago Oil & Transport Co., Ltd.

Aruba, Netherlands Antilles

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MGT. II a termina, M.O. ta continua

Trata cu conflicto, analisa eheccion, duna conseho di un manera efectivo, evalua productividad y resolve problemanan inter-departamental, tabata e topiconan di discucion, pensamiento y planeamento durante e cuatro seccionnan di Management II, Fase 3, cu a tuma lugar na Mei y Juni di e anja aki na Training Center di Lago den Administration Building. Management II, Fase 3 tabata un continuacion di Fasesan 1 y



Algun di e participantenan den un di e seccionnan di Management II.

2 cu a wordo teni anja pasa. E tema general di e tres fasesan tabata "Maneho di Cambio pa Mehoracion di Trabow den Grupo y Productividad den Anjanan 1980." Management II ta un parti di e esfuerzonan actual di Lago pa Mehoracion di Organizacion (M.O.).

Tur e tres Fasesan a wordo atende pa Division Superintendents, Section y Zone Supervisors, Process Foremen, y otro profesionalnan di rangonan halto. Cada seccion a dura un siman y a wordo conduci den estilo di "workshop". Participantenan hopi biaha a atende den grupo di seis pa nuebe miembro na e diferente seccionnan. Den e gruponan aki nan a haya un oportunidad pa sinta hunto y discuti problemanan particular di departamento of necesidadnan pa mehora productividad y trabow den grupo.

Cuminsando cu presentacion di topico y ideanan tres pa dilanti pa dirigentenan di "workshop", participantenan a discuti sugerencianan pa trata cu problema den nan area di trabow.

Fase 3 a trata especificamente cu analisis di casonan inter-departamental y ■ provee oportunidad pa pidi asistencia di otro departamentonan pa mehora productividad. Na fin di e siman, un presentacion a wordo hasi pa cada grupo di "workshop" na Department Managers. E reportahenan aki a consisti di resumen di plan pa accion di individuo y grupo.

Esaki no tabata un curso di entrenamiento comun: plan di accion relata directamente na trabow a wordo crea, y participantenan ta keda responsabel na nan supervisor pa nan implementacion, como un parti di Lago su esfuerzo den

Cont. riba page 8.

ARUBA

Lago Oil & Transport Co., Ltd.
Aruba, Netherlands Antilles



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Ferriss and Cowin join Controller's

Michael B. Ferriss is Lago's new Controller since May 1, succeeding Robert E. Nurczynski. Prior to this assignment, Michael, a Chartered Accountant, was a Corporation Analysis Manager in the Corporation Planning Services Department of Imperial Oil Limited, Toronto, Canada.

Charles P. Cowin, a former Senior Financial Analyst in the Financial Analysis and Reporting Section of Esso Inter-America's Controller's Department in Coral Gables, has replaced Larry D. May effective July 1 as Financial Reporting and Oil Accounting Administrator in Lago's Controller's Department.

Larry will succeed Fabio D. Pabon as Assistant Controller. Fabio will complete his assignment at Lago effective August 1.



Michael Ferriss
Controller



Charney Cowin
Financial Reporting
& Oil Accounting Administrator

Ferriss y Cowin a join Controller's

Michael B. Ferriss ta e Controller nobo di Lago desde dia 1 di Mei, reemplazando Robert E. Nurczynski. Prome cu e asignacion aki, Michael, un Chartered Accountant, tabatin e puesto di Corporation Analysis Manager den Corporation Planning Services Department di Imperial Oil Limited, Toronto, Canada.

Charles P. Cowin, anteriormente un Senior Financial Analyst den Financial Analysis and Reporting Section di e Controller's Department di Esso Inter-America na Coral Gables, a reemplaza Larry D. May efectivo dia 1 di juli como Financial Reporting and Oil Accounting Administrator den Controller's Department di Lago. Larry lo sigui Fabio D. Pabon como Assistant Controller. Fabio lo completa su asignacion na Lago efectivo dia 1 di Augustus.

PROMOTIONS



Emillano Trimon
Senior Engineering Technician
Technical Department



Dominico Marquez
Engineering Associate
Technical Department

Teagle ta revisa procedimiento di beca

Sigiente na e publicacion cu a wordo hasi anteriormente, Teagle Scholarship Foundation a cambia su procedimiento conforme na e maneho dicta pa Internal Revenue Service pa asina maximisa e cantidad di becanan cu ta wordo otorga bao di e reglanan di IRS. E procedimiento cu a wordo revisa ta manera ta sigi:

1. Solamente UN di CUATRO aplicacion di jiuhan di empleado y pensionista ta wordo otorga. Solamente UN den DIEZ aplicacion di empleado ta wordo otorga.
2. E seleccion di aplicantenan lo wordo hasi pa e Educational Testing Service, kende na su turno lo notifica e aplicantenan prome cu mita di Augustus, sea cu nan a ser otorga un beca of no.

Teagle Foundation revises procedures

Further to its previous communication, Teagle Scholarship Foundation has changed its procedures to conform to the approach dictated by the Internal Revenue Service in order that a maximum number of scholarships can be granted under the IRS rules.

The revised procedures are as follows:

1. Only ONE out of FOUR applications from children of employees and annuitants can be granted. Only ONE out of TEN applications for employees can be granted.
2. The selection of applicants will be made by the Educational Testing Service, who will in turn notify the applicants by mid-August whether or not they have been awarded a grant.

SERVICE MILESTONES



Emilio Alvarez
30 years



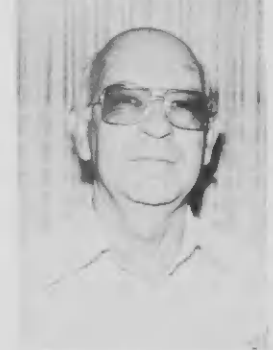
Charles Lampe
33 years



Timoteo Willems
30 years



Hypollito v/d Berg
25 years



Donald Thurber
25 years



Roland Lopez
Process



Ricardo Wernet
Process



Ambrosio Thode
Process



Roderick Chirino
Process



Emilio Thiel
Process



Robert Emerencia
Process



Johannes Anthony
Process



Rosendo de Palm
Process



Raul Vrolijk
Process



Enrique Semeleer
Mechanical



Joseph Caton
Mechanical



Vincent Ellis
Mechanical



Robert Nicolaas
Mechanical



Herman Croeze
Controller's



Dan Brady from ER&E
Technical

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TIC: One source of information

A refinery is run by people with know-how. But people, no matter how knowledgeable, are constantly in search for more or new information. At Lago, one source of that information is the Technical Information Center of the Technical Department.

The Technical Information Center, or TIC, located on the second floor of the General Office Building, strives to acquire the most up to date technical information necessary to run the refinery. Responding to the needs of all engineering personnel are Marie Lioe A Tjam, Willie Wilson, Eric de Cuba and Nick Jacobs, TIC Supervisor.

The TIC is divided into two parts, the library and the vault. The library contains information under the following categories: Technical Reports, Technical Manuals, Commercial Catalogs, Technical Magazines and Technical Books.

The Technical Reports comprise all studies at Lago and all studies and research performed at Exxon Research and Engineering. This category also involves a documentation section where all technical correspondence generated from the Technical Department, including memoranda, cables, reports and letters of technical value, as well as all information sent to the Technical Department, is stored.

To facilitate the retrieval of the above information, which is available in hardbound or microfiche, a computer produced "KWIC" (Key Word In Context) index is used.

Almost all Technical Manuals of importance to Exxon and Lago, such as Basic Practice, Design Practice, and Contractor's Evaluation Manuals are found in the TIC. Computer programs used on a regular basis by technical personnel, such as Furnace Pressure Drop Calculations, Standard Meter Analysis, and Safety Valve Selection, are also included in this section.

When ordering a component, designing a piece of equipment



M. Lioe A Tjam, on the left, showing summer student G. Rojer how to handle the microfiche reader/printer.



Contractor's employee, W. Yarzagaray, producing copies of a map by using the "bruning" white printer machine.



To have a view of the complete drawing, W. Wilson will insert one of those IBM aperture cards he is displaying in the aperture card machine in front of him.



E. Peterson, on the right, is requesting his computer program to be displayed on the "Vollie" computer, while W. Wilson seeks connection with the Storehouse on the CRT.

or just looking for general technical information, an engineer first consults the appropriate index and then proceeds to "search" for the necessary information in the Commercial Catalogs. These catalogs are on VSMF (Visual Search Micro Film) cartridges. "This system is very convenient. The cartridges of course, hold more information in less space than books. The VSMF represents commercial catalogs of about 10,000 United States companies. Besides, we receive a continuous updating of all information contained in the VSMF cartridges," commented Nick, who brought with him the technical knowledge he gained in the department's Project Engineering Division when he transferred to TIC in 1978.

Various industry standards are available on VSMF cartridges, including American Society of Mechanical Engineers (ASME), Institute of Electrical and Electronic Engineers (IEEE), and American Petroleum Institute (API).

Unless one works in the technical field, it would be surprising to know of the existence of so many Technical Magazines. Lago itself subscribes to 150 of them, from Architectural Record to Chemical Engineering News to Environmental Science and Technology. As to Technical Books, Lago owns about 1500 of them, covering a wide range of topics. "All technical books are numbered according to the international standards set by the Library of Congress in Washington," Nick said. When browsing in the library one can also find books, magazines and journals on accounting and some of general management interest, such as "American Management Association" and "Computer Science."

A technical library could not be complete without a vault. Lago's fireproof vault accommodates about 15,000 engineering drawings made by or for the Project Engineering Division, including the following: Equipment Inspection Section (EIS) sketches, process diagrams/designs, piping isometrics and

Cont. on page 7.

TIC: Un fuente di informacion

Un refinera ta wordo maneha pa hende cu conocimiento. Pero hende, maske con sabi nan ta, ta busca mas informacion of informacion nobo constantemente. Na Lago, un di e fuentenan di informacion ta e Technical Information Center di Technical Department.

E Technical Information Center, of TIC, cu ta localiza riba ■ segundo piso di General Office Building ta hasi un esfuerzo pa adquiri tur e informacion tecnico di mas reciente, cu ta necesario pa maneha e refinera. Marie Lioe A Tjam, Willie Wilson, Eric de Cuba y Nick Jacobs, Supervisor di TIC, ta hasi encargo di e necesidadnan di tur empleadonan den ingenieria.

TIC ta dividi entre dos parti principal, e libreria y e vault. E libreria ta contene informacion bao di e siguiente categorianan: Informe Tecnico, Manual Tecnico, Catalogo Comercial, Revista Tecnico y Buki Tecnico.

Informe Tecnico ta inclui estudio conduci na Lago y tur estudio y investigacion conduci na Exxon Research and Engineering (ER&E). E categoria aki ta envolve tambe un seccion di documentacion na unda tur correspondencia tecnico produci pa Technical Department, incluyendo memoranda, cable, reportahe y cartanan di valor tecnico, mescos cu tur informacion manda pa Technical Department ta wordo warda. Pa facilita e busqueda di ■ informacion ariba menciona, cual ta disponibel den forma di buki of microfiche, un KWIC (Key Word In Context) index produci pa computer ta wordo usa.

Casi tur Manual Tecnico di importancia pa Exxon of Lago, manera "Basic Practice", "Design Practice" y "Contractor's Evaluation" ta wordo haya den TIC. Programanan di computer cu ta wordo usa riba un base regular pa empleadonan tecnico, tambe ta inclui den e seccion aki, manera "Furnace



Un parti di e Technical Information Center den ■ General Office Building. D. Gumbs ta wak den e index di VSMF.



L. Pom, un empleado di contratista, ta rondando un mapa den vault, mientras cu N. Jacobs y M. Wilson ta check mapanan di Mechanical.



E. ■ Cuba ■ purba localiza ■ informacion necesario, despues di a hlnca e cartucho di VSMF den ■ machin di microfilm.



"Esaki ta e cartucho VSMF," N. Jacobs ■ bisa, "mas di 2000 pagina di informacion ta warda aklden."

Pressure Drop Calculations", "Standard Meter Analysis", y "Safety Valve Selection."

Ora cu un ingeniero ordo of disenja parti di un equipo, of na ora di busca algun informacion tecnico, e ta consulta e index apropia prome y despues ta busca e informacion necesario bao Catalogo Comercial. Esakinan ta wordo haya den forma di cartucho di VSMF (Visual Search Micro Film).

"E sistema aki ta masha conveniente. Ta visto, cu e cartuchonan ta contene mas informacion den menos espacio cu buki. VSMF ta representa catalogo comercial di mas o menos 10,000 compania den Estados Unidos. Fuera di esey, tur informacion den VSMF ta keda recien constantemente, ya cu nos ta ricibi tur cambio of agregacion cu wordo hasi", Nick a comenta. Nick, kende a wordo traslada pa TIC na '78, a trese hunto cu ne ■ conocimiento tecnico cu ela adquiri den Project Engineering Division di e departamento.

Varios revistanan di industria ta disponibel riba cartuchonan VSMF, incluyendo American Society of Mechanical Engineers (ASME), Institute of Electrical and Electronic Engineers (IEEE), y American Petroleum Institute (API).

Pa hendenan cu no ta traha riba tereno tecnico, ta sorprendente pa descubri cu ta existi tanto revistanan di interes tecnico. Lago mes ta abona na 150 di nan, di Architectural Record pa Chemical Engineering News, pa Environmental Science and Technology. En cuanto e bukinan tecnico, Lago tin den su poder 1500 di nan, cubriendo asina un variedad grandi di topico. "Tur e bukinan tecnico ta wordo numera di acuerdo cu e reglanan internacional cu a wordo poni pa e Libreria di Congreso na Washington," Nick a bisa.

Mirando rond den libreria, un hende por encontra tambe buki, revista y periodico di boekhouden y di interes general di gerencia manera "American Management Association" y "Computer Science."

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OPEP den periodo di desaroyo

Den e ultimo publicacion, a sali un articulo presentando OPEP y e papel cu e ta hunga den e industria petrolera. Esaki ta un continuacion di e articulo ey.

E Caso di Participacion di OPEP

Sostene door di nan exitonan, mientras cu e cambionan drastico den prijs tabata tumando lugar, OPEP a trese un asunto nobo dilanti. Ela dirigi su miembronan pa establece negociacionnan cu e companianan petrolera pa alcansa participacion beneficoso den e operacionnan den nan pais. Na 1972 un Convenio General di Participacion a wordo logra, resultando den un participacion gubernamental di 51% na 1982. E plan di participacion aki tabata di duracion cortico.

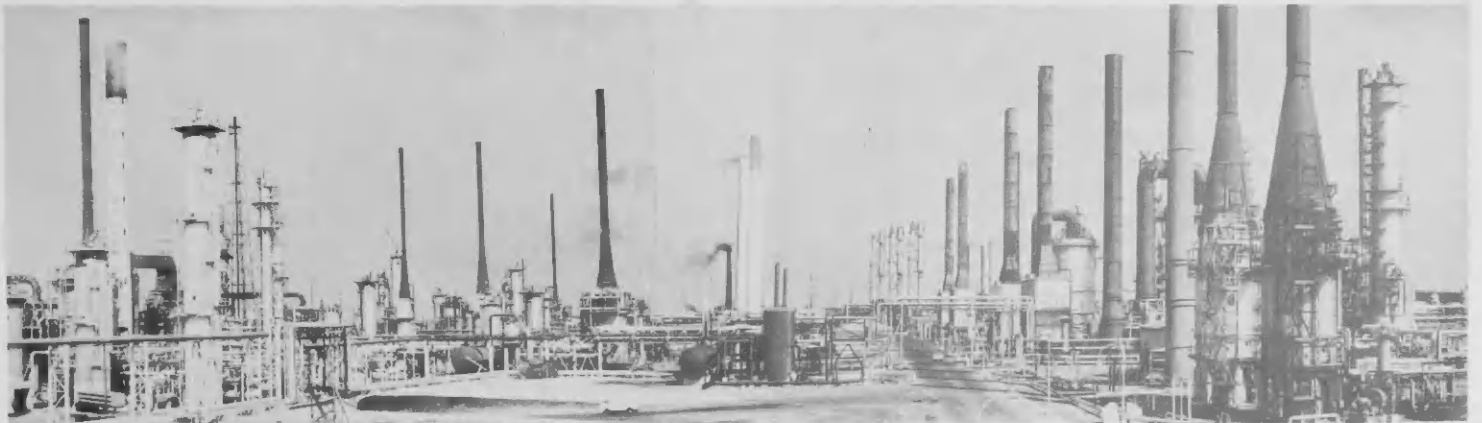
E eventonan, cambiando constantemente, tabata refleha e delicadez di e convenio di participacion, y e paisnan di OPEP inmediatamente a probecha di nan forza di negociacion.

Nivelnan di participacion a escala di tal manera cu e Estadonan den Golfo a logra poseer 60% efectivo Januari 1974.

Sigientemente, accionnan den posesion di gobierno a aumenta ainda mas. Venezuela a nacionaliza tur concesionnan desde dia 1 di Januari, 1976. Na 1980, e accion di e derecho di produccion di e companianan internacional di petroleo tabata menos di 5%. Den hopi caso, donjonan di concesion a aregla pa cumpra cantidadnan grandi di crudo for di e companianan nacional di petroleo den e paisnan anfitrion.

Cambio den Situacion di Oferta/Demanda

E cambio di prijsnan di petroleo na 1973/'74 a trese cu ne un reduccion mundial den uso di petroleo. Como resultado, e produccion di petroleo a keda riba mesun nivel na 1974 na mesun tempo cu recesion tabata penetra economia mundial.



Un vista di e refinaria di Lago. E desaroyo di OPEP a hunga un rol grandi riba tur refinaria di mundo.

E miembronan di OPEP a dicidi di tene e prijs fiho di crudo firme pa asina enfrenta e sobrante di crudo, pero tumando na cuenta e inflacion, e prijs en realidad tabata bahando, deteriorando asina e entrada di e paisnan aki. Diferente miembro a pone presion pa haci aumentonan considerabel, mientras cu Saudi Arabia a tuma un posicion mas modera y a logra convene su socionan pa mantene e prijs fiho di crudo di e light Arabe na \$/B 12.70 durante 1978. Mientras cu mundo tabata recobra di recesion, e produccion di OPEP a hisa atrobe.

Impacto di Revolucion Iranes

Ora cu problemanan politico a cuminsa diripiente na Iran na fin di 1978, e produccion di e pais ey a baha y incertidumbre di e futuro seguridad di produccion disponibel a absorba e atencion di consumidornan di rond di mundo. Un plan anterior pa hisa e prijs di mercado di crudo cu un averahe di 10% durante 1979, cu ahustenan kada trimester, a wordo cancela un poco despues door di e eventonan aki.

E exportacion di Iran a wordo suspendi completamente na fin

di December 1979 y prijsnan riba mercado liber a subi. Pasobra nivel di inventario mundial a baha y pasobra tabata existi miedo cu lo bin un desrupcion atrobe den e cantidad di petroleo obtenibel, cumpradornan di petroleo a sigi haci oferta pa petroleo vigorosamente. Maske cu e ahuste di prijs pa 1979 a wordo accelera, algun miembro di OPEP a probecha di e prijsnan mas halto cu nan a haya riba mercado liber, cual a resulta den un quiebra di e sistema di prijs unifica di OPEP.

CONTINUACION DEN PROXIMO EDICION

OPEC in a period of development

In last's issue, an article presenting OPEC and its role in the oil industry was published. This is a continuation of that article.

OPEC's Participation Issue

Buoyed by their successes, while the foregoing dramatic pricing changes were occurring, OPEC raised a new issue.

It directed its members to establish negotiations with the oil companies to achieve effective participation in the operations in their countries. In 1972 a General Participation Agreement was reached, leading to a final 51% government participation in 1982. This participation timetable had a short life. The rapidly changing events were mirrored in the fragility of these participation agreements and the OPEC countries were quick to take advantage of their bargaining strength.

Participation levels were escalated so that most of the Gulf States achieved 60% ownership effective January 1974.

Government ownership shares have increased even further subsequently. Venezuela nationalized all concessions as of January 1, 1976. In 1980 the share of production equity by the international oil companies was less than 5%. In many cases concession owners have arranged to purchase substantial volumes of crude from the national oil companies in their host countries.

1974 Turnabout in Supply/Demand Situation

In 1973 - '74 oil price changes quickly brought about a worldwide reduction in petroleum consumption. The result was that oil production leveled out in 1974 as recession permeated the world economy. To cope with the crude surplus the OPEC members decided in 1976 to hold the marker crude price steady, but taking inflation into account, the real price was in fact falling, deteriorating the real revenues of these countries. Several members pressed for substantial increases, while Saudi Arabia, taking a more moderate position, succeeded in

Cont. on page 7.



On the left, Simon Geerman, one of the conductors of the Self Contained Breathing Apparatus training course, welcomed one of the participants who succeeded in saving the fire "victim". P. Rasmijn, also

TIC . . .

(cont. from page 4)

informal sketches for non-construction purposes. Also found in the vault are Project Engineering job files - which contain information the engineer uses before embarking on a project - and Mechanical Catalogs - which contain information compiled after completion of the project.

For the past year TIC has been working on a Vault Consolidation Program. "We are in the process of simplifying the method of locating drawings and will eventually eliminate obsolete material. In order to accomplish this the aperture card system will be reinstated. With this system it is possible to view a complete drawing from an IBM card. The reader-printer aperture card machine can also produce a copy of the drawing. About 60% of all drawings are already on this aperture card system and we are working on the rest," Nick said. He also remarked that one of TIC's long-term objectives is to incorporate all documentation and paper catalogs on the microfiche system.

Besides the microfiche, which contains 98 regular pages of information per 4"x6" microfiche, and the microfilm, which contains 2000 regular pages of information on one roll of film, TIC has other facilities to efficiently assist engineering personnel. The newly acquired "Vollie" computer, for instance, can provide access to a variety of computer programs available in the IBM system without the use of key punch cards. Corrections to the programs can be made directly on this Cathode Ray Tube (CRT). One CRT for the Storehouse Material Computer system is also located in the TIC. Before embarking on a project, technical personnel can consult this computer to see if needed material or product is available in the Storehouse, and, if so, the price and quantity available.

To facilitate the acquisition of urgent requests, a Direct Dialing Telephone service (DDT) was recently installed at the TIC. When needed information is not available here, ER&E is contacted.

To keep all technical personnel, and others interested, up to date on the latest publications/information received, TIC publishes a monthly newsletter called "Informacion Nobo."

As the TIC is striving to produce a broad range of necessary technical information, an abundance of information is available right here.

And if it is not here, the TIC will try to get it!

OPEC . . .

(cont. from page 6)

convincing its partners to maintain the Arabian light marker crude price at \$/B 12.70 throughout 1978. As the world recovered from recessions, the OPEC production rose again.

Impact of Iran's Revolution

As political problems erupted in Iran at the end of 1978, production in that country fell and uncertainty about future security of supplies gripped world consumers. A former plan to raise the price of the market crude an average of 10% during



conductor, stayed inside the smokehouse to make sure all went well. On the left, participants were awaiting their turn.

MANAGEMENT II . . .

(cont. from page 1)

directly to the job were created, and participants remain responsible to their Supervisors for their implementation as one part of Lago's Organization Improvement effort. Key action plans accepted by Department Managers are regularly monitored at each level up to and including Lago's Management Committee.

The earlier phases of Management II dealt with such issues as defining goals and objectives, developing teamwork, improving discussions skills, managing change and defining productivity measures and targets.

During Phase I, activities were focused on the results of surveys among the participants' subordinates. These were real issues coming from the workgroup. Action plans were developed to address these issues and these plans were taken back and reviewed with Supervisors as well as subordinates.

A question raised from time to time by participants and others is: "How will other employees, those that did not attend the program, benefit from Management II?"

"The question is a fair one, but needs to be asked differently to see where Management II really fits in," said Marciano Angela, Manager of the Special Projects Department. "Actually, the Management II program is one part of a company-wide organization improvement effort. It is a major step in our effort to improve teamwork and productivity at Lago. As we begin to improve the way we work together, as we improve communications, and as people direct themselves more toward achieving operating excellence, then we will all benefit from the program. It will help to make the company a better place to work."

To some extent, activities are in progress in all the departments and at all levels. Examples of these are the Quality Control Circles in Mechanical, and inter-department steering committees of Process, with Mechanical and Technical participation, addressing specific areas of improvements such as combustion.

"Improving performance at Lago means taking a critical look at what we are doing and how we are doing it. It is a process that goes on continuously and one cannot predict where you will find opportunities for improvement.

"We have identified some areas to date and given people some skills and alternatives. The pay-off is whether we choose to use these skills and how well we use them.

"We have begun a process that hopefully will be continuous at Lago. How good we become is up to us," said Joseph Quinton, Assistant Manager of the Employee Relations Department.

1979 in quarterly adjustments was soon cancelled by these events.

Iranian exports were suspended completely in late December 1979 and prices on the spot market soared. Because world inventory levels had been drawn down and fears of further supply disruption persisted, buyers continued vigorous bidding for supplies. Although the price adjustments for 1979 were accelerated. Some OPEC members took advantage of premiums on the spot market which resulted in a breakdown of OPEC's unified pricing system.

CONTINUATION IN NEXT ISSUE



The Controller's softball team recently organized a tournament in honor of Robert Nurczynski, former Controller.

MANAGEMENT . . .

(cont. di pag. 1)

Mehoracion di Organizacion. Plan di accion clave cu ta wordo acepta pa Department Managers ta wordo dirigi riba kada nivel incluyendo te cu Comité di Gerencia di Lago.

E fasenan prome di Management II a trata cu puntonan manera definicion di meta y obhetivo, desaroyo di trabow den grupo y mehoracion di habilidad di discucion, maneho di cambio y definicion di medida y meta di productividad.

Durante Fase I, actividadnan a wordo enfoca riba e resultado di encuestanan hasi entre subordinadonan di e participante. Esakinan tabata puntonan di situacion real cu a wordo tresi pa dilanti pa e grupo di trabow. Plan di accion a wordo desaroya pa trata cu e puntonan ey y despues a wordo hiba trabow na unda supervisors y subordinadonan por a repase. Un pregunta cu participante y otronan sa hasi de vez en cuando ta: "Con otro empleado, esta esnan cu no a atende e seccionnan, por beneficia di Management II?"

"Esey ta un bon pregunta, pero e mester wordo puntra di un manera diferente pa wak na kiko Management II realmente ta pertenece," Marciano Angela, Manager di Special Projects Department, a bisa. "Marciano Angela, e programa di Management II ta un parti di e esfuerzo pa mehoracion di organizacion di henter e Compania. E ta un paso mayor den nos esfuerzo pa mehora trabow den grupo y productividad na Lago. Mientras cu nos ta mehora e sistema den cual nos ta traha hunto, mehora comunicacion, y ora hendenan conduci nan mes pa alcanza excelencia den operacion, e ora nos lo beneficia di e programa. E Compania lo bira un mihor lugar pa traha."

Te na cierto grado tin un cantidad di actividad den progreso den tur departamento y riba tur nivel. Ehempel di esakinan ta e Circulo di Control di Calidad den Mechanical, y un comité di dirigente inter-departamental di Process, cu participacion di Mechanical y Technical, tratando cierto areanan di mehoracion manera combustion.

"Mehoracion di ehecuacion na Lago ta nifica hasi un examinacion di locual nos ta hasi y con nos ta hasie. E ta un proceso continuo y bo no por predecir na unda bo lo haya oportunidad pa mehoracion. Te awor aki nos a identifica algun area y nos a duna hende algun habilidad y alternativa. E probecho ta depende di si nos scoge di usa nos abilidadnan y con bon nos lo usa nan. Nos ta cuminsa cu un proceso cu nos ta spera di ta continuo na Lago. Con bon nos lo bira ta depende di nos," Joseph Quinton, Assistant Manager di Employee Relations Department, a bisa.



Leslie Lejuez, di Mechanical, cu ta collecciona stampla como hobby, a organizá e juventud di YMCA, San Nicolas, pa presenta un colleccion grandi di stampla di diferente pais.

TIC . . .

(cont. di pag. 5)

Un libreria tecnico lo no ta completo sin un vault. E vault di Lago, cual tin proteccion contra candela, ta acomoda mas o menos 15,000 mapa di Ingenieria hasi pa of door di Project Engineering Division, incluyendo lo siguiente: dibujo di Equipment Inspection Section (EIS), diagrama/disenjo di refinacion, tuberia isometrico y dibuhonan informal cu no ta intenciona pa construccion. Tambe tin den e vault, archivo di trabow di Project Engineering - cual ta contene informacion e ingeniero ta usa prome cu e embarca riba un proyecto - y Mechanical Catalogs - cual ta contene informacion compila despues di terminacion di un proyecto.

Desde anja pasa, TIC ta trahando riba un Programa pa Consolidacion e Vault. "Nos ta den e proceso pa simplifica e metodo di localiza mapa y eventualmente nos lo elimina tur material cu ya no por wordo usa mas. Pa nos logra esaki, un "aperture card system" lo wordo poni den uso atrobe. Cu e sistema aki lo ta posibel pa wak un mapa por completo for di un carchi di IBM. Ya kaba mas o menos 60% di tur mapa ta poni riba e "aperture card system" aki y nos ta trahando riba e resto," Nick a bisa. Ela remarka tambe cu un di e obhetivonan a largo plano di TIC ta pa incorpora tur documentonan y catalogonan di papel riba un sistema di microfiche.

Fuera di microfiche, cual ta contene 98 pagina regular di informacion riba un microfiche di 4"x6", y microfilm, cual ta contene 2000 pagina regular di informacion riba un rol di film, TIC tambe tin otro facilidadnan pa yuda empleadonan den ingenieria eficientemente. Por ehempel, e computer "Vollie" cu recientemente a wordo adquiri, por provee entrada na un variedad di programa di computer cu ta disponibel via e sistema di IBM, sin cu mester usa "key punch cards." Correccion riba e programa por wordo hasi directamente riba un Cathode Ray Tube (CRT) aki.

Un di e CRTnan di e Sistema di Computer pa Material na Storehouse tambe ta localiza den TIC. Pome cu cuminsa cu un proyecto, empleadonan tecnico por consulta e computer aki pa wak si e material of producto necesario ta disponibel den Storehouse, y si ta asina, nan por wak e prijs y e cantidad obtenibel.

Pa facilita e adquisicion di pedidnan urgente, un servicio directo di yamada telefonico (DDT) a wordo instala na TIC recientemente. Ora informacion necesario no ta disponibel akianan, contacto ta wordo tuma cu ER&E.

Pa tene tur empleado tecnico, y esnan interesa, informa di tur publicacion/informacion mas reciente cu TIC ta ricibi, TIC ta publica un noticiero mensual yama "Informacion Nobo."

Ya cu TIC ta hasi un esfuerzo pa produci un variedad di informacion tecnico necesario, un abundancia di informacion ta disponibel akianan mes. Y si e no ta akianan, TIC lo purba haye.



Bill Rankin Jr., son of Scoutleader William Rankin, recently received the Eagle Award for his Seroe Colorado altar project, as did Steven Schuld and Frank Goley for their projects (article published in April Issue).